



OFFICE OF THE MAYOR
CITY OF CHICAGO

PROPOSED WORK-RULE CHANGES

Pay time-and-a-half, not double overtime.

- Unlike many other union employees, the Hoisting Engineers automatically receive double-time instead of time-and-a-half after working 40 hours in a week.
- For example, a hoisting engineer in the Department of Streets and Sanitation received \$37,546 in overtime payments through April 30.
- On average the city pays approximately \$2.6M in overtime a year to hoisting engineers. At time-and-a-half, it would have cost the city \$1.7M, a savings of almost \$1M.

Eliminate automatic overtime for “prep time.”

- Hoisting engineers automatically receive 30 minutes of double-time each day.
- \$234,000 in overtime savings annually.

Ask workers to work a 40-hour work week, not a 35-hour work week.

- Administrative staff in the City—both union and non-union—along with certain other employees, such as traffic control aides and inspectors, only work a 35-hour work week. We pay competitive salaries to the private sector, where employees work 40 hours a week or more.
- This will increase productivity and customer service without an increase in cost to the City.

Equal pay for equal work.

- Hoisting Engineer Mechanics and Machinists should receive the same rate of pay. Both repair heavy equipment and there is no obvious difference in their skill set.
- There is an \$8-an-hour difference for basically the same work.
- If the 28 Hoisting Engineer Mechanics were to make the same rate as a Machinist, that would save the City \$487,000 in salary and an additional \$20,000 in overtime this year to date.

Salaried trade employees and hourly trade employees will receive the same number of sick days and holidays.

- In the private sector these employees do not receive sick days or any paid holidays.
- Eliminate the sick pay to match the private sector and reduce their paid holidays from 12 to 9 to match other City trades employees.

Pay a different rate for driving different vehicles.

- Currently, a motor truck driver (MTD) who drives a pick-up truck or passenger van receives the same pay as an MTD who drives a truck that requires a commercial driver's license (for example, a garbage truck or construction truck).
- There is a \$12.25 an hour difference for the rate – will save the City about \$25,000 a person or \$2.6M a year.
- Aviation currently pays MTD to escort construction vehicles on and off the airfield using a pick-up truck.
- The City has identified 105 positions where MTD with commercial driver's license (CDL) are driving vehicles in five departments.

Pay different rate for operating different equipment.

- Hoisting Engineers are all paid at the highest rate regardless of the equipment.
- The City should be paying the rate based on the class of machines operated. The rates would vary between \$40 and \$46 an hour.

Do not pay more for a Sanitation Laborer on a garbage truck, just because he or she is the only Sanitation Laborer on the truck.

- Every day there are approximately 50 garbage trucks that have only one laborer working on the back.
- That Sanitation Laborer is paid a 9% premium when working alone on the back of the truck and the doing the same amount of work.
- The City would save \$296,000 a year if it was not obligated to pay the premium.

Implement training programs.

- There are more than 30 trades unions representing city employees.
- Many jobs are specific to the City – being a plumber fixing a water main is very different than fixing the kitchen sink – training leads to better employees.
- Have successfully implemented training/break in rates for Sanitation Laborers, Street Light Repairman, and seasonal CDOT Asphalt and Concrete workers.